

OFFICIAL GAZETTE

GOVERNMENT OF GOA

EXTRAORDINARY

No. 2

GOVERNMENT OF GOA

Department of Labour

Notification

25-12/90-LAB

Whereas the Government of Goa, vide Notification No. 25/5/90-LAB dated 2-7-1990 of the Labour Department, published in the Official Gazette No. 15, Series II (Extraordinary No. 2) dated 16-7-1990 had appointed a Committee to hold enquiries and advise the Government in the matter of revision of minimum rates of wages in respect of the Scheduled Employment, namely "Employment in any residential hotel, restaurant or eating house" in the State of Goa (hereinafter called the said Committee);

And whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 5-2-1992 the minimum rates of wages payable to the Class/category of employment namely "Employment in any residential hotel, restaurant or eating house", in the State of Goa as specified in the Schedule below:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages		
		Zone A	Zone B	Zone C
1.	2.	3.	4.	5.
I. Skilled				
1.	Cook or Head Cook	Rs. 660/- per month	Rs. 610/- per month	Rs. 560/- per month
2.	Achari			
3.	Maharaj			
4.	Basoya			

1.	2.	3.	4.	5.
5.	Ustad	Rs. 660/- per month	Rs. 610/- per month	Rs. 560/- per month
6.	Bavarchi			
7.	Khansama			
8.	Manager			
9.	Accountant			
10.	Sweetmeat maker or Farsan maker (Malwalla)			
11.	Clerk			
12.	Telephone Operator			
13.	Electrician			
14.	Tailor			
15.	Carpenter			
16.	Head Pantryman			
17.	Gardener who is doing the work of plating			
18.	Receptionist (qualified such as holding S.S.C. or other equivalent examination certificate)			
19.	House Keeper			
20.	Head Waiter			
21.	Butler			
22.	Supervisor			
23.	Steward			
24.	Cashier			
25.	Head Baker			
26.	Mistry			
27.	Store Keeper			
28.	Barman			
29.	Employees of whatever names called doing the work of the nature done by persons falling under the foregoing entries.			

II. Semi-skilled

1.	2.	3.	4.	5.
1.	Assistant Manager	Rs. 585/- per month	Rs. 555/- per month	Rs. 510/- per month
2.	Assistant Malwala			
3.	Samosa-wala			
4.	General workers (reliever or one who attends to two or more duties of semi-skilled categories)			
5.	Rotiwala			
6.	Chapatiwala			
7.	Puriwala			

1.	2.	3.	4.	5.	1.	2.	3.	4.	5.
8.	Dosawala	Rs. 585/-	Rs. 555/-	Rs. 510/-	31.	Kholiwal (Room	Rs. 530/-	Rs. 525/-	Rs. 485/-
9.	Tandur-Rotiwala	per month	per month	per month		Boy not doing the	per month	per month	per month
10.	Bhajiwala					work of waiter)			
11.	Ice-creamwala				32.	Mandaniwala			
	(Ice-cream prepa-					(one who fills the			
	rer one who takes					dishes)			
	out ice-cream and				33.	Lassiawala			
	aerated waters)				34.	Orderwala			
12.	Pantry man (one				35.	Chatniwala			
	who prepares san-				36.	Phatakawala			
	wiches, toasts,				37.	Vadpi (Server)			
	faloos, omlette,				38.	Waterman			
	etc.).				39.	Laundryman			
13.	Mandiawala - cum -				40.	Lemonman			
	-coffee tea maker				41.	Billard Boy			
14.	Liftman				42.	Grain Cleaner			
15.	Handiwala (Asstt.					(Male and Female)			
	Cook)				43.	Miscellaneous			
16.	Wireman					worker, (that is to			
17.	Asstt. Cook					say workers doing			
18.	Billiard Maker					all or some of the			
19.	Standwala (Tea					jobs of unskilled			
	maker)					nature)			
20.	Market man				44.	Vendor or Bhar-			
21.	Boiler man					wala not working			
22.	Fountain Barman					on commission ba-			
23.	Pumpman					sis and not entrus-			
24.	Gas Filer					ted with responsi-			
25.	Fountainman					bility of accounts			
	(who prepares				45.	Employees by			
	syrups ice-creams,					whatsoever name			
	fruit salad, etc.)					called doing the			
26.	Faloodamaker					work of the na-			
27.	Syrup maker					ture done by the			
28.	Lassewala - cum -					persons falling			
	-salesman					under the fore-			
29.	Waiter-cum-table-					going entries.			
	wala								
30.	Vender (who keeps								
	accounts)								
31.	Orderwala (shout-								
	ing bills or writing								
	bills)								
32.	Kabab seekwala								
33.	Bhelpuriwala								
34.	Floorwaiter								
35.	Employees by								
	whatever name								
	called doing the								
	work of the na-								
	ture done by per-								
	son falling under								
	the foregoing								
	entries.								
III. Unskilled									
1.	Gaze Boy	Rs. 530/-	Rs. 525/-	Rs. 485/-					
2.	Game Boy	per month	per month	per month					
3.	Bell Boy								
4.	Page Boy								
5.	Room Boy								
6.	Tea Boy								
7.	Glass Boy								
8.	Dish Boy								
9.	Water Boy								
10.	Order Boy								
11.	Pantry Boy								
12.	Kitchen Boy								
13.	Office Boy								
14.	Message Boy								
15.	Soda Fountain Boy								
16.	Sweeper								
17.	Cleaner								
18.	Hamal								
19.	Jamadar								
20.	Coolie								
21.	Mazdoor								
22.	Gadi								
23.	Chokra								
24.	Boy								
25.	Pantewala Panika-								
	chem burwala								
26.	Paniwala								
27.	Cupwala								
28.	Dishwala								
29.	Babdiwala								
30.	Moriwala								

Explanation: —

Zone A: — Comprises the area within the limit of Municipalities Panaji, Margao, Vasco, Mapusa and Ponda. The rates of wages in respect of Zone "A" shall apply to workmen employed in any *Star Hotel* irrespective of its zonal location.

Zone B: — Comprises the area within the limit of the places Bicholim, Pernem, Satari, Valpoi, Canacona, Sanquelim, Sanguem, Cansaulim, Assolna and Colva.

Zone C: — Comprises all other places in the State of Goa, not covered under Zone "A" and "B".

The minimum rates of wages shall consist of all inclusive rates allowing basic rates and cost of living allowances and the cash value of concession.

The amount deductible as food allowances shall be uniformly Rs. 150/- Rs. 140/- and Rs. 130/- per month respectively in all the three Zones.

1. (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.
- (b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision and guidance of skilled employees, and includes unskilled supervisory work.
- (c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an

- apprentice or in a technical or Vocational institute and performance of which calls for initiative and judgement.
2. The minimum rates of wages are applicable to employees engaged by the Principal Employers, contractors or Sub-contractors, etc.
 3. Both men and women workers shall be paid the same rates of wages fixed for the same category and for equal work.
 4. In case of employee employed in piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages fixed for the class/ category to which he belongs under this Notification.
 5. The minimum rates of wages payable to an adolescent certified to work as an adult shall be the same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80% of the minimum rates of wages fixed for the adult.
 6. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

V. G. Manerkar, Under Secretary, Labour.

Panaji, 5th February, 1992.

Notification

25-12/90-LAB

Whereas the Government of Goa, vide Notification No. 23/5/90-LAB dated 2-7-1990 of the Labour Department, published in the Official Gazette No. 15, Series II (Extraordinary No. 2) dated 16-7-1990 had appointed a Committee to hold enquiries and advise the Government in the matter of revision of minimum rates of wages in respect of the Scheduled Employment namely "Employment in Agriculture" in the State of Goa (hereinafter called the said Committee).

And whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa after considering the advice of the said Committee, hereby revises with effect from 5-2-1992 the minimum rates of wages payable to the Class/category of employment namely "Employment in Agriculture" in the State of Goa as specified in the Schedule below:

SCHEDULE

Sr. No.	Class of work/category of employment	All inclusive minimum rates of wages.
1	2	3
I. Farm servants or attached worker:		
1.	Adult Farm Servant	Rs. 760.00 per month Rs. 9120.00 per annum

1.	2.	3.
2.	Adult Cleaner/Sweeper:	Rs. 610.00 per month Rs. 7320.00 per annum
II. Agricultural Operation:		
3.	Ploughing	Rs. 27.50 per day or Rs. 165.00 per week Rs. 40.00 per day with bullocks or Rs. 240.00 per week
4.	Thrashing	Rs. 27.50 per day or Rs. 165.00 per week.
5.	Winnowing	Rs. 27.50 per day or Rs. 165.00 per week
6.	Sowing	Rs. 27.00 per day or Rs. 165.00 per week
7.	Transplanting	Rs. 27.00 per day or Rs. 165.00 per week
8.	Harvesting	Rs. 27.00 per day or Rs. 165.00 per week
9.	Uprooting	Rs. 22.00 per day or Rs. 132.00 per week
10.	Irrigating	Rs. 22.00 per day or Rs. 132.00 per week
11.	Weeding	Rs. 22.00 per day or Rs. 132.00 per week
12.	Manuring	Rs. 22.00 per day or Rs. 132.00 per week
III. Allied Operation: Skilled Labour:		
13.	Carpenter	Rs. 31.00 per day or Rs. 186.00 per week
14.	Blacksmith	Rs. 32.00 per day or Rs. 192.00 per week
15.	Cobbler	Rs. 29.00 per day or Rs. 174.00 per week
IV. Unskilled Operations:		
16.	Mazdoor/Manai	Rs. 22.00 per day or Rs. 132.00 per week
V. Dairy farming and raising of Livestock:		
17.	Shed Attendant	Rs. 22.00 per day or Rs. 132.00 per week
18.	Milkman	Rs. 22.50 per day or Rs. 135.00 per week
19.	Cleaner/Sweeper/Mazdoor	Rs. 22.00 per day or Rs. 132.00 per week
20.	Grazier/livestock Attendant	Rs. 22.00 per day or Rs. 132.00 per week
VI. Poultry and Bee Farming:		
21.	Attendant	Rs. 22.00 per day or Rs. 132.00 per week
VII. Horticulture:		
22.	Gardener	Rs. 22.50 per day or Rs. 153.00 per week
23.	Horticultural Assistant	Rs. 24.00 per day or Rs. 144.00 per week
VIII. Forestry and Timbering Operations:		
24.	Tree Feller	Rs. 24.00 pr day or Rs. 144.00 per week
25.	Mazdoor	Rs. 22.00 per day or Rs. 132.00 per week
IX. General.		
26.	Digging	Rs. 22.00 per day or Rs. 132.00 per week
27.	Stacking	Rs. 22.00 per day or Rs. 132.00 per week
28.	Pump Operator	Rs. 22.50 per day or Rs. 135.00 per week
29.	Coconut/Arecanut Plucker	Rs. 35.00 per day or Rs. 210.00 per week

Explanation: —

1. Wherein any area/scheduled employment wages fixed and/or revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.

2. The minimum rates of wages are applicable to employees engaged by the principal employer, contractors or sub-contractors.

3. Both men and women workers have to be paid the same rates of wages fixed for the category and for equal work.

4. In case of employee employed on piece-rate basis the minimum rates of wages payable shall be at the rate not less than the minimum rates fixed under this Notification.

5. The rate for children and adolescents, who are not certified to work as adults shall be paid 75% of the rates of wages for adults. Where adolescents are certified to work as adults they shall be paid the same rates of wages as adults.

6. Minimum rates of wages fixed/revised are all inclusive, including for weekly day of rest.

7. The existing practice of giving meals, food-grains, etc. shall continue in addition to the payment of cash wages as specified in this Notification.

By order and in the name of the Governor of Goa.

V. G. Manerkar, Under Secretary (Labour).

Panaji, 5th February, 1992.

Notification

25-12/90-LAB

Whereas the Government of Goa, vide Notification No. 25/5/90-LAB dated 2-7-1990 of the Labour Department, published in the Official Gazette No. 15, Series II (Extraordinary No. 2) dated 16-7-1990 had appointed a Committee to hold enquiries and advise the Government in the matter of revision of minimum rates of wages in respect of the Scheduled Employment, namely "Employment in Cinema Exhibition Industry" in the State of Goa (hereinafter called the said Committee);

And whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 5-2-1992 the minimum rates of wages payable to the Class/category of employment namely

"Employment in Cinema Exhibition Industry" in the State of Goa as specified in the Schedule below:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3
Category — I		
1. Manager		Rs. 22/- per day or
2. Head Clerk		Rs. 832/- per month
3. Auditor		
4. Head Operator/Chief Operator First Operator		
5. Head Air-conditioning Operator		
6. Any other employees by whatever name called but doing the work of the nature done by persons falling under this category.		
Category — II		
1. Asstt. Manager		Rs. 45/- per day or
2. Supervisor		Rs. 728/- per month
3. Stenographer		(for matriculates)
4. Clerk		
5. Accounts Clerk		
6. Telephone Operator		Rs. 25/- per day or
7. Typist		Rs. 650/- per month
8. Wireman		(for Non-matriculates)
9. Car/Van Driver		
10. Operator		
11. Electrician		
12. Storekeeper		
13. Store Clerk		
14. Any other employees by whatever name called but doing the work of the nature done by persons falling under this category.		
Category — III		
1. Asstt. Operator		Rs. 23/- per day or
2. Asstt. Air-conditioning Operator		Rs. 598/- per month
3. Carpenter		
4. Tinsmith		
5. Painter/Artist		
6. Winder/Rewinder/Cabin Boy		
7. Booking Clerk		
8. Asstt. Store-keeper		
Category — IV		
1. Door Keeper		Rs. 21/- per day or
2. Care Taker		Rs. 546/- per month
3. Reliever		
4. Liftman		
5. Watchman		
6. Oilman		
7. Hamal		
8. Helper		
9. Battery Boy		
10. Posterman		
11. Sweeper		
12. Cleaner		
13. Mali		
14. Gardener		
15. Peon		
16. Office Boy		
17. Cycle stand Boy		
18. Handbill Boy		
19. Attendant		
20. Messenger		
21. Announcer		
22. Scavenger		
23. Manai/Labourer		
24. Polishwala		

Conditions: —

1. Where in any area or establishment scheduled employment wages fixed under this Notification are lower than the wages fixed by the Central Government or by agreement or settlement or contract or contractors' Regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

2. The minimum rates of wages are applicable to employees engaged by the Principal Employers or contractors or sub-contractors, etc.

3. The minimum rates of wages fixed are all inclusive rates including the wages for the weekly day of rest.

4. Both men and women workers shall be paid the same rates of wages fixed for the same category or for equal work.

5. The minimum rates of wages payable to an adolescent certified to work as an adult shall be the same as payable to an adult in case he or she is certified to work as an adolescent only. The rates of wages payable shall be 80% of the minimum rates of wages fixed for adults.

6. Where part time workers are employed they should be paid pro-rata wages in accordance with the number of hours of work done.

7. Where payment is made on piece rate basis for any of the categories for which time rate is fixed, the wages of the employees shall not be less than the minimum time rate fixed for a normal day's work.

By order and in the name of the Governor of Goa.

V. G. Manerkar, Under Secretary (Labour).

Panaji, 5th February, 1992.

Notification

25-12/90-LAB

Whereas the Government of Goa, vide Notification No. 25/5/90-LAB dated 2-7-1990 of the Labour Department, published in the Official Gazette No. 15, Series II (Extraordinary No. 2) dated 16-7-1990 had appointed a Committee to hold enquiries and advise the Government in the matter of revision of minimum rates of wages in respect of the Scheduled Employment namely "Employment in any shop or commercial establishment other than a residential hotel, restaurant or eating house" in the State of Goa;

And whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 5-2-1992 the minimum rates of wages payable to the class/ category of Employment namely "Employment in any shop or commercial establishment other

than a residential hotel, restaurant or eating house" in the State of Goa as specified in the Schedule below:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages	
		Zone "A"	Zone "B"
1.	2.	3.	4.
I Skilled			
1.	Pharmacist/Chemist	Rs. 30/-	Rs. 28/-
2.	Driver	per day	per day
3.	Supervisor	Rs. 780/-	Rs. 728/-
4.	Shoemaker/slippermaker	per month	per month
5.	Watch repairer		
6.	Cutter/Tailor/Sewing		
7.	Turner		
8.	Fitter		
9.	Utensil maker (Brass & copper)		
10.	Machinist		
11.	Electrician		
12.	Welder		
13.	Handicraftsman		
14.	Metal engraver		
15.	Optician		
16.	Glass Polisher (Optician)		
17.	Sales representatives/ travelling salesman		
18.	Wireman		
19.	Foreman		
20.	Photographer/Retoucher		
21.	Block maker		
22.	Hair Dresser		
23.	Mill Operator		
24.	Carpenter		
25.	Tinsmith		
26.	Vulcaniser		
27.	Mechanic		
28.	Blacksmith		
29.	Moulder		
30.	Painter		
31.	Weighman		
32.	Metal Sprayman		
33.	Glass Cutter		
34.	Pastryman		
35.	Compounder (with Diploma)		
36.	Computer Operator		
	Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.		
II. Semi-skilled			
1.	Salesman (Counter)	Rs. 24/-	Rs. 22/-
2.	Asstt. Mechanic	per day or	per day or
3.	Asstt. Fitter	Rs. 624/- p. m.	Rs. 572/- p. m.
4.	Asstt. Electrician		
5.	Asstt. Blacksmith		
6.	Asstt. Carpenter		
7.	Asstt. Welder		
8.	Asstt. Turner		
9.	Asstt. Machinist		
10.	Asstt. Tinsmith		
11.	Asstt. Vulcaniser		
12.	Asstt. Sprayman		

1.	2.	3.	4.
13. Asstt. Moulder		Rs. 24/-	Rs. 22/-
14. Asstt. Painter		per day or	per day or
15. Asstt. Trailer		Rs. 624/- p. m.	Rs. 572/- p. m.
16. Asstt. Glass Cutter			
17. Asstt. Wireman			
18. Cushion Maker			
19. Compounder			
20. Dhobi/Washerman			
21. Ironer/Laundryman			
22. Polisher (Carpenter)			
23. Baker			
24. Pressman			
25. Glazer			
26. Helper (Hair Dresser)			
27. Mali Gardener			
28. Lift Attendant			
29. Mill Hand			
30. Frame Maker			

III. Clerical

A. 1. Accountant	Rs. 28/-	Rs. 26/-
2. Steno-typist	per day or	per day or
3. Telephone Operator	Rs. 728/- p. m.	Rs. 676/- p. m.
B. 1. Clerk	Rs. 25/-	Rs. 23/-
2. Store Clerk	per day or	per day or
3. Tally Clerk	Rs. 658/- p. m.	Rs. 598/- p. m.
4. Store Keeper		
5. Typist		
6. Receptionist		
7. Godown Keeper		

IV. Unskilled

1. Chowkidar	Rs. 22/-	Rs. 20/-
2. Cleaner	per day or	per day or
3. Labourer	Rs. 572/- p. m.	Rs. 520/- p. m.
4. Loader/unloader		
5. Attendant		
6. Mazdoor		
7. Sweeper		
8. Helper		
9. Peon		
10. Packer		
11. Delivery Boy/Messenger		
12. Asstt. Salesman		
13. Watchman		
14. Office Boy		
15. Pump Attendant		
16. Newspaper Delivery Boy		
Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.		

Explanation: —

I. Zone 'A' shall comprise the areas within the Municipal limit of Panaji, Margao, Vasco, Mapusa, Ponda, Bicholim and the establishment located in the Industrial estates set up by the Goa Industrial Development Corporation or E. D. C. Panaji or any other statutory organisations

Zone 'B' shall comprise all other places in the State of Goa, not covered under Zone 'A'

II. (a) The minimum rates of wages shall consist of an all inclusive rates of wages.

(b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is fixed, shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient stepped up to the nearest paise.

(c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed shall be computed by multiplying the daily rate by 26.

III. (a) Unskilled work is one which involves simple operation requiring no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

(c) skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational Institution and the performance of which is called for initiative and judgement.

IV. The minimum rates of wages shall be applicable to employees engaged by the Principal Employers or Contractors or sub-contractors, etc. working on their employments.

V. Both male and female workmen shall be paid the same rates of wages fixed for the same category or similar work.

VI. In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages fixed for the class/category to which it belongs under this Notification.

VII. The minimum rates of wages payable to an adolescent shall be the same as an adult fixed under this Notification. In case he or she is certified to work only as an adolescent, the rate of wages payable shall be 80% of the minimum rates of wages fixed for adults.

VIII. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

V. G. Manerkar, Under Secretary (Labour).

Panaji, 5th February, 1992.

Notification

25-12/90-LAB

Whereas the Government of Goa, vide Notification No. 25/5/90-LAB dated 2-7-1990 of the Labour Department, published in the Official Gazette No. 15, Series II (Extraordinary No. 2) dated 16-7-1990

had appointed a Committee to hold enquiries and advise the Government in the matter of revision of minimum rates of wages in respect of the Scheduled Employment namely, "Employment in any Industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on" in the State of Goa (hereinafter called the said Committee);

And whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa after considering the advice of the said Committee, hereby revises with effect from 5-2-1992 the minimum rates of wages payable to the class/category of employment namely, "Employment in any Industry in which any process of printing by Letter press, lithography, photogravure, or other similar work incidental to such process or book-binding is carried on" in the State of Goa, as specified in the Schedule below: —

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
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1	2	3.
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I. Unskilled:

1. Peon		Rs. 21/- per day or
2. Mazdoor		Rs. 546/- per month
3. Cleaner		
4. Helper		
5. Delivery bagman		
6. Sweeper		
7. Head Freeder		
8. Carpenter-helper		
9. Stone grinder		
10. Rotary Baller		
11. Store Baller		
12. Cylinder Baller		
13. Labourer (Manai)		
14. Any other categories by what-ever names called which are of unskilled nature		

II. Semi-Skilled

1. Asstt. Camera Operator		Rs. 23/- per day or
2. Asstt. Transfer Printer		Rs. 598/- per month
3. Asstt. Etcher		
4. Letter Press Feeder		
5. Checker		
6. Distributor		
7. Packer		
8. Embossing Machineman		
9. Asstt. Tourcher		
10. Asstt. Copy Paster		
11. Flat bed Feeder		
12. Varnisher		
13. Wax Machineman		
14. Cold Powderer		
15. Wireman		
16. Type-cutter		
17. Nine-baller		
18. Proof Puller		
19. Tally Pressman		
20. Type Dresser		
21. Roller Maker		
22. Roller Cutter		

1	2	3.
23. Plate Grainer		Rs. 23/- per day or
24. Ink-grinder		Rs. 598/- per month
25. Knife Sharpner		
26. Wire stitcher		
27. Perforator		
28. Label Puncher		
29. Rulling Machine Feeder		
30. Reaming Man		
31. Metal Caster		
32. Any other categories by what-ever names called which are of semi-skilled nature		

III. Skilled workers

(a)

1. Lino Operator		Rs. 32/- per day or
2. Mono Operator		Rs. 832/- per month
3. Line Mechanic		
4. Foreman		
5. Head Proof Reader		
6. Sub-Editor		
7. Reporter		
8. Offset Foreman		
9. Camera Operator		
10. Rotary Foreman		
11. Flatbed Operator		
12. Artist		

(b)

1. Ludlo Operator		Rs. 28/- per day or
2. Proof Reader		Rs. 910/- per month
3. Printer		
4. Hand Pressman		
5. Offset Plate Maker		
6. Copy Paster		
7. Punch Maker		
8. Electrician		
9. Asstt. Foreman		
10. Cylinder pressman		
11. Compositor		
12. Imposer		
13. Mono Caster		
14. Binder		
15. Cutter		
16. Carpenter		
17. Box Puncher		
18. Mounter		
19. Any other categories by what-ever names called which are of skilled nature.		

IV. General

1. Head Clerk		Rs. 32/- per day or
2. Accountant		Rs. 832/- per month
3. Supervisor		
1. Clerk		Rs. 28/- per day or
2. Typist		Rs. 728/- per month
3. Cashier		
4. Telephone Operator		
5. Time Keeper		
6. Booking Clerk		
7. Receptionist		
8. Account Assistant		
9. Steno Typist		
10. Store Keeper		

Explanation: —

1. The wages for the categories specified in the Annexure 'A' are linked with the norms of work

and fixed accordingly. If any employee fails to complete his norm of work of 8 hours in a day, his wages can be proportionately deducted.

2. Where in any area/establishment/Scheduled employment, wages fixed under this Notification are lower than the wages fixed by the Central Wage Board in the Scheduled Employment namely 'Employment in any Industry in which process of printing by letter press, lithography, photogravure or other similar work or work incidental to such a process or book binding is carried on, or by agreement, settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.

3. (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

4. The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or sub-contractors, etc.

5. The minimum wages fixed is an all inclusive rate including the wages for the weekly day of rest but does not include any Bhatta/food allowance.

6. Both men and women shall be paid the same rates of wages fixed for the same category and for equal work.

7. In case of employee employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates for wages fixed for the class/category to which he belongs under this Notification.

8. The minimum rates of wages payable to an adolescent certified to work as an adult shall be the same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80% of minimum rates of wages fixed for adults.

By order and in the name of the Governor of Goa.

V. G. Manerkar, Under Secretary (Labour).

Panaji, 5th February, 1992.

ANNEXURE — A Norms of Work

Sr. No.	Category	Mode of work	Minimum daily production
1.	2.	3.	4.
1.	Mono Operator	12 points English	40.000 cms.
		12 points Deva-nagri	25.000 cms.

1.	2.	3.	4.
2.	Mono-Caster	12 points English	42.000 cms.
		12 points Deva-nagri	42.000 cms.
3.	Page Making	20×26 cent, 20×30 cent 16 pages	2 Forms.
4.	Imposer	20×30 cent, 16 pages	5 Forms.
5.	Lino Operator	12 points English	30.000 cms.
6.	Hand Composing (with distribution)	12 points English	3.000 corrected cms.
		12 points Deva-nagri (Akand Types)	2.000 corrected cms.
		12 points Deva-nagri (Degree Types)	1.600 corrected cms.
7.	Distributor	12 points English	10.200
		12 points Deva-nagri (Akand Types)	8.000 cms.
		12 points Deva-nagri (Degree Types)	6.000 cms.
8.	Type Casting	12 points Super Cast	12 kg. 30 kg.
9.	Proof Reader	16 pages 19 cent×13 cent (Two Languages)	
10.	Printing on Cylinder with make ready	44½×57 cent.	6.000 Copies
	Platten (Power) with ready	25½×38 cent.	6.000 Copies
	Printing on Cylinder without make ready	44½×57 cent.	7.500 Copies
	Platten (Power) without make ready	25½×38 cent.	8.500 Copies
	Printing on Traddle (on foot) with make ready	— do —	8.500
	Printing on Traddle (on foot) without make ready	— do —	6.000 Copies
11.	Machine Folding	Double Fold other large size paper	20.000 papers 15.000 papers
12.	Hand Folding	Form of the three folds	3.000 papers
13.	Collating	44½×57 cent.	15.000 Forms.
14.	Ruling on hand fed machine	34 cms.×43 cms. sheets	11.000 papers
15.	Stitching by hand	6. quires, 3 stitching sections	1.600 Forms.
	Stitching by machine	— do —	8.000 Forms.
16.	Wire Stitching (Power Driver machine)		6.000 (Two pins). 10.000 (One pin).
	Wire Stitching (Foot operated machine)		6.000 (One pin).
17.	Hand Numbering consecutive	10.000 per day	1,20,000 digits per day.

Notification

25-12/90-LAB

Whereas the Government of Goa, vide Notification No. 25/5/90-LAB dated 2-7-1990 of the Labour Department, published in the Official Gazette No. 15, Series II (Extraordinary No. 2) dated 16-7-1990 had appointed a Committee to hold enquiries and advise the Government in the matter of revision of minimum rates of wages in respect of the Scheduled Employment, namely "Employment in Construction or maintenance of roads or in building operation (ii) stone breaking and stone crushing and (iii) maintenance of building" in the State of Goa (hereinafter called the said Committee).

And whereas the said Committee has submitted its report to the Government;

Now, therefore in exercise of the powers conferred by sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 5-2-1992 the minimum rates of wages payable to the Class/category of employment namely "Employment in Construction or maintenance of roads or in building operation (ii) stone breaking and stone crushing and (iii) maintenance of building" in the State of Goa as specified in the Schedule below:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages.
1	2	3
1. Beldar		Rs. 22/- per day or
2. Brick Moulder		Rs. 132/- per week or
3. Chalm man		Rs. 572/- per month
4. Chowkidar		
5. Cleaner		
6. Gardener		
7. Driver with hand cart		
8. Hedge Cutter		
9. Mali		
10. Slinger		
11. Peon		
12. Sewer man		
13. Tile Turner		
II. Unskilled		
14. Bhisti		Rs. 21/- per day or
15. Bullock Cart Driver		Rs. 126/- per week or
16. Coolie		Rs. 728/- per month
17. Hamal		
18. Khalasi		
19. Labourer		
20. Manai		
21. Mazdoor		
22. Sweeper		
23. Watchman		
24. Water Carrier		
25. Bajri Spreader		
26. Beatr Woman		
27. Bellow woman		
28. Bucket man		
29. Carrier (Stone)		
30. Cart Man		
31. Care taker (Bridge)		
32. Cleaner		

1	2	3.
33. Concrete (Hand Mixer)		Rs. 21/- per day or
34. Daffadar		Rs. 126/- per week or
35. Driver (Bullock)		Rs. 728/- per month
36. Flag Man		
37. Gangman		
38. Gate man		
39. Kamin		
40. Lamp Man		
41. Searcher		
42. Signal Man		
43. Strikers		
44. Trolly Man		
45. Valve Controller		
46. Wooderman		
47. Berryman		
48. Mucchers, Jamadars		
49. Slingers		
50. Any other category by whatever name called which are of unskilled nature		

I. Semi-skilled/Unskilled Supervisory

1. Brick Layer (Class II)	Rs. 28/- per day or
2. Cook	Rs. 168/- per week or
3. Carpenter	Rs. 728/- per month
4. Driller (Hole Rock)	
5. Driller	
6. Excavator	
7. Fitter (Asst. Semi-skilled)	
8. Head Surveyor	
9. Blacksmith	
10. Mason (Brick Layer, Second Class)	
11. Quarry Man	
12. Quarry Operator	
13. Mate (Blacksmith Carpenter)	
14. Stone Breaker	
15. Stone Man	
16. Stone Cutter (Higher Grade)	
17. Upholsterer (Grade II)	
18. Sewer Layer (1st Class & Hatcher)	

II.

19. Bearer	Rs. 25/- per day or
20. Bhisti (with Musk)	Rs. 150/- per week or
21. Beldar	Rs. 650/- per month
22. Artisan Helper	
23. Brick/Tile Moulder	
24. Cane Weaver	
25. Charpoy/Stringer	
26. Cleaner (Truck, Road Roller Concrete Mixer etc.)	
27. Colour/white washer	
28. Cane man	
29. Daftri	
30. Fireman	
31. Glazier	
32. Fitter (Ordinary)	
33. Head Chowkidar	
34. Bandhani	
35. Mate	
36. Mazdoor	
37. Pump Attendant	
38. Sprayman (Bittuman, Tar etc.)	
39. Stone Cutter	
40. Tinsmith	
41. Farrash	
42. Mukadam	

1	2	3
43.	Laboratory Boy	Rs. 25/- per day or
44.	Rackman	Rs. 150/- per week or
45.	Balashawala	Rs. 650/- per month
46.	Bhisti	
47.	Cane Weaver	
48.	Chain man (Head)	
49.	Driller	
50.	Driller (Hole Rock)	
51.	Fireman	
52.	Gate Keeper	
53.	Grinder	
54.	Garser-cum-Fireman	
55.	Hammerman	
56.	Jamadar	
57.	Oilman	
58.	Storeman	
59.	Boillerman	
60.	Laboratory Boy	
61.	Any other category by whatever names called which are of a semi-skilled nature.	

Highly Skilled

1. Mason (plaster and Paris Ornamental work and ceiling)	Rs. 38/- per day or Rs. 228/- per week or
2. Painter (Artist First Class)	Rs. 988/- per month
3. Foreman	

II. Highly Skilled

4. Asst. Foreman	Rs. 34/- per day or
5. Armature (Winder Grade I)	Rs. 204/- per week or
6. Furniture Carpenter	Rs. 884/- per month
7. Fitter	
8. Head Mistri	
9. Highly skilled Electrician	
10. Head Mechanic	
11. Head Plumber	
12. Mason (stone work ornamental)	
13. Tinsmith	
14. Welder	
15. Wireman Grade I	
16. Welder-cum-fitter	
17. Decorator	
18. Air-conditioner	
19. Any other categories by whatever names called involving work of highly skilled nature	

I. Skilled

1. Asstt. Artist Painter	Rs. 32/- per day or
2. Armature Winder (Grade II)	Rs.192/- per week or
3. Mistry Grade I	Rs. 832/- per month
4. Oil Painter Class I	
5. Plumber licensed, Class I	
6. Mason (Plaster of Paris Wall)	
7. Any other skilled category (Class I)	

II. Skilled

8. Brick Layer Mason Class I)	Rs. 29/- per day or
9. Blacksmith (Classs I)	Rs. 174/- per week or
10. Carpenter (Class I)	Rs. 754/- per month
11. Concrete Mixer Maker	
12. Concrete Mixer Operator	
13. Driver (Road Roller, Concrete Mixer Truck).	
14. Driver (Motor Vehicle)	
15. Driver (Truck, Diesel Engine)	
16. Distemperer	
17. Electrician	
18. Head Man (Wall Sinking)	
19. Mistri	

1	2	3
20. Mason (Stone work)		Rs. 29/- per day or
21. Gladier		Rs. 174/- per week or
22. Line Man		Rs. 754/- per month
23. Machinist		
24. Mechanic		
25. Meter Reader		
26. Moulder		
27. Head Cook		
28. Operator (Cinema Projector)		
(Compressor, Crane Dumper,		
Excavator, Generator, Pump		
Tractor, vibrator etc.)		
29. Plasterer		
30. Plumber		
31. Driver		
32. Pump Man		
33. Pump Engine Driver		
34. Stone Cutter (Class I)		
35. Upholsterer		
36. Stone Chiseller		
37. Painter (Oil Painter Class II,		
letter writer)		
38. Fitter		
39. Tinsmith		
40. Wood Cutter		
41. White Washer (Grade I)		
42. Tradesman		
43. Turner		
44. Work Assistant		
45. Tracer Technical Asstt.		
46. Tracer		
47. Technical Assistant		
48. Cabinet Maker		
49. Moulder (Brick Tiles)		
50. Road Inspector		
51. Panmon		
52. Navgani		
53. Tyre Vulcaniser		

Clerical

1. Clerk	Rs. 29/- per day or
2. Commuter	Rs. 174/- per week or
3. Store Clerk	Rs. 754/- per month
4. Store Issuer	(For matriculates)
5. Accounts Clerk	
6. Store Keeper (Grade I, II, etc.)	
7. Tally Clerk	
8. Time Keeper	Rs. 25/- per day or
9. Tool Keeper	Rs. 150/- per week or
10. Telephone Operator	Rs. 650/- per month
11. Typist	(For non-matriculates)
12. Computer	
13. Any other categories by what- ever names called which are of a clerical nature	

Supervisory

1. Section Officer/Junior Engineers	Rs. 40/- per day or
2. Supervisor	Rs. 248/- per week or
3. Overseer	Rs. 1040/- per month

Special

1. Bullock-Cart Man with double Bullocks	Rs. 46/- per day or Rs. 276/- per week or
2. Bullock-Cart man with single Bullock	Rs. 1196/- per month

Explanation: —

1. Where in any area/establishment Scheduled employment wages fixed under this Notification are lower than the wages fixed by the Central Govern-

ment or by agreement/settlement or contract or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

2. (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.
- (b) Semi-skilled work is one which involves skill competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.
- (c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative judgement.

3. The minimum rates of wages are applicable to employees engaged by the Principal Employers or contractors or sub-contractors etc.

4. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

5. Both men and women workers have to be paid the same rate of wages fixed for the same category and for equal work.

6. In case of employee employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages fixed for the class/category of which he belongs under this Notification.

7. The minimum rates of wages payable to an adolescent certified to work as an adult shall be the same as an adult. In case he or she is certified to work as an adolescent only, the rates of wages payable shall be 75% of the minimum rates of wages fixed for 4 and half hours work per day.

By order and in the name of the Governor of Goa.

V. G. Manerkar, Under Secretary (Labour).

Panaji, 5th February, 1992.

Notification

25-12/90-LAB

Whereas the Government of Goa, vide Notification No. 25/5/90-LAB dated 2-7-1990 of the Labour Department, published in the Official Gazette No. 15, Series II (Extraordinary No. 2) dated 16-7-1990 had appointed a Committee to hold enquiries and advise the Government in the matter of revision of minimum rates of wages in respect of the Scheduled Employment namely "Employment in Automobile Repairing Workshops and Garages", in the State of Goa (hereinafter called the said Committee);

And whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the

Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 5-2-1992, the minimum rates of wages payable to the class/category of employment namely "Employment in Automobile Repairing Workshops and Garages", in the State of Goa as specified in the Schedule below;

SCHEDULE

Sr. No.	Details of Categories	All inclusive minimum rates of wages
1	2	3
I. Supervisory and Highly Skilled staff.		
1. Manager		Rs. 35/- per day or
2. Engineer		Rs. 210/- per week or
3. Foreman		Rs. 910/- per month
4. Head Clerk		
5. Head Mechanic		
6. Accountant		
II. Mechanic Grade		
1. Engine Mechanic		Rs. 32/- per day or
2. Fitters		Rs. 192/- per week or
3. Machinist		Rs. 832/- per month
4. Painter		
5. Tinsmith		
6. Carpenter		
7. Electrician		
8. Welder		
9. Blacksmith		
10. Borer		
11. Auto-Electrician		
12. Vulcaniser		
13. Driller		
III. General Staff		
1. Asst. Accountant		Rs. 32/- per day or
2. Clerk		Rs. 192/- per week or
3. Typist		Rs. 832/- per month
4. Cashier		
5. Telephone Operator		
6. Store Keeper		
7. Salesman		
8. Time Keeper		
9. Bill Collector		
10. Driver		
11. Booking Clerk		
12. Store Clerk		
13. Steno Typist		
14. Tally Clerk		
15. Receptionist		
16. Supervisor		
IV. Semi-skilled (Grade I)		
1. Asstt. Electrician (Grade I)		Rs. 28/- per day or
2. Asstt. Mechanic (Grade I)		Rn. 168/- per week or
3. Asstt. Fitter (Grade I)		Rs. 728/- per month
4. Asstt. Blacksmith (Grade I)		
5. Asstt. Carpenter (Grade I)		
6. Asstt. Welder (Grade I)		
7. Asstt. Turner (Grade I)		
8. Asstt. Machinist (Grade I)		
9. Asstt. Cushion Maker (Grade I)		
10. Asstt. Vulcaniser (Grade I)		
11. Asstt. Painter (Grade I)		
12. Asstt. Boring Barman (Grade I)		
13. Asstt. Sprayman (Grade I)		
14. Asstt. Batteryman (Grade I)		
15. Asstt. Tinsmith (Grade I)		
16. Office Asstt. (Grade I)		

1.	2.	3.
V. Semi-skilled (Grade II)		
1. Asstt. Electrician (Grade II)	Rs. 24/- per day or	
2. Asstt. Mechanic (Grade II)	Rs. 144/- per week or	
3. Asstt. Fitter (Grade II)	Rs. 624/- per month	
4. Asstt. Blacksmith (Grade II)		
5. Asstt. Carpenter (Grade II)		
6. Asstt. Welder (Grade II)		
7. Asstt. Turner (Grade II)		
8. Asstt. Machinist (Grade II)		
9. Asstt. Cushion Maker (Grade II)		
10. Asstt. Vulcaniser (Grade II)		
11. Asstt. Painter (Grade II)		
12. Asstt. Boring Barman (Grade II)		
13. Asstt. Sprayman (Grade II)		
14. Asstt. Batteryman (Grade II)		
15. Asstt. Tinsmith (Grade II)		
16. Office Assistant (Grade II)		
VI. Unskilled		
1. Cleaner	Rs. 21/- per day or	
2. Mazdoor	Rs. 126/- per week or	
3. Coolie	Rs. 546/- per month	
4. Sweeper		
5. Helper		
6. Peon		
7. Chowkidar		
8. Watchman		
9. Pump-Serviceman		
10. Vehicle Attendant		
11. Petrol Pump Attendant		
12. Office Boy		
13. Attendant		
14. Messenger		

Explanation:—

- Where in any area/establishment/scheduled employment wages fixed under this Notification are lower than the wages fixed by the Central Wage Board for Employment in Automobile repairing workshop and garages or by agreement/settlement or Contract or Contractors regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.
- Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.
 - Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees, and includes unskilled supervisory work.
- The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest but does not include daily batta/food allowance.
- Both men and women workers shall be paid same rates of wages for the same category and for equal work.
- In case of employee employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this Notification.

- The minimum rates of wages payable to an adolescent certified to work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 75% of the minimum rates of wages fixed for adults.

By order and in the name of the Governor of Goa.

V. G. Manerkar, Under Secretary (Labour).

Panaji, 5th February, 1992.

Notification

25-12/90-LAB

Whereas the Government of Goa, vide Notification No. 25/5/90-LAB dated 2-7-1990 of the Labour Department, published in the Official Gazette No. 15, Series II (Extraordinary No. 2) dated 16-7-1990 had appointed a Committee to hold enquiries and advise the Government in the matter of revision of minimum rates of wages in respect of the Scheduled Employment namely, "Employment in Motor Transport Undertakings and Employment in Public Motor Transport" in the State of Goa (hereinafter called the said Committee);

And whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 5-2-1992 the minimum rates of wages payable to class/category of employment namely "Employment in Motor Transport Undertakings and Employment in Public Motor Transport" in the State of Goa, as specified in the schedule below:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3
I. Unskilled		
1. Peon		Rs. 21.00 per day or
2. Chowkidar		Rs. 126.00 per week or
3. Sweeper		Rs. 554.00 per month
4. Porter		
5. Cleaner		
6. Helper		
7. Mazdoor		
8. Watchman		
9. Coolie		
10. Any other category by whatever name called which is of unskilled nature.		
II. Semi-skilled		
1. Electrician (Helper)		Rs. 23.00 per day or
2. Mechanic (Helper)		Rs. 138.00 per week or
3. Fitter (Helper)		Rs. 598.00 per month.
4. Blacksmith (Helper)		
5. Carpenter (Helper)		
6. Welder (Helper)		
7. Turner (Helper)		
8. Machinist (Helper)		
9. Cushion Maker (Helper)		

1	2	3
10. Vulcanizer (Helper)		Rs. 23.00 per day or
11. Painter (Helper)		Rs. 138.00 per week or
12. Boring Barman		Rs. 598.00 per month
13. Sprayman		
14. Any other category by whatever name called which are of semi-skilled nature.		
15. Conductor.		
III. Skilled		
1. Mechanic		Rs. 28/- per day or
2. Fitter		Rs. 168/- per week or
3. Electrician		Rs. 728/- per month
4. Blacksmith		
5. Carpenter		
6. Welder		
7. Turner		
8. Boring Barman		
9. Machinist		
10. Cushion Maker		
11. Tinsmith		
12. Vulcanizer		
13. Painter		
14. Spray Painter		
15. Re-trader		
16. Moulder		
17. Lineman		
18. Any other category by whatever name called which is of skilled nature.		
IV. Highly skilled		
1. Head Mechanic		Rs. 34.00 per day or
2. Garage Supervisor		Rs. 204.00 per week or
3. Driver (Goods Transport)		Rs. 884.00 per month.
4. Driver (Light Vehicles and passenger transport and bus)		Rs. 25.00 per day or Rs. 150.00 per week or Rs. 650.00 per month
V. General Staff (Clerical etc.)		
1. Clerk		Rs. 32.00 per day or
2. Typist		Rs. 192.00 per week or
3. Booking Clerk		Rs. 832.00 per month.
4. Store Clerk		
5. Store Keeper		
6. Ledger Keeper		
7. Steno typist		
8. Receptionist	(Non-Matriculation)	
9. Checker		
10. Cashier		Rs. 28.00 per day or
11. Accounts Clerk		Rs. 168.00 per week or
12. Time-keeper		Rs. 728.00 per month.
13. Telephone Operator		
14. Store Issuer		
15. Tally Clerk		
VI.		
1. Head Clerk		Rs. 35/- per day or
2. Auditor/Accountant		Rs. 210/- per week or
3. Head Cashier		Rs. 910/- per month

Explanation: —

1. Wherein any area/establishment scheduled employment wages are fixed and/or revised under this Notification are lower than the wages fixed by agreement/settlement or Contract or Contractors Regulations attached to

the condition of contract, the higher rates would be payable as Minimum Wages under this Notification.

2. (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.
(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee, and includes unskilled supervisory work.
(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
3. The minimum rates of wages are applicable to employees engaged by the principal Employers or Contractors or sub-contractors, etc.
4. The minimum rates of wages revised are all inclusive rates including the wages for weekly day of rest, dearness allowance and interim relief but does not include Bhatta/food allowance/travelling allowance/H. R. A./Washing allowance/similar payments.
5. Both men and women workers shall be paid the same rates of wages for the same category and for equal work.
6. In case of employee employed in piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.
7. The minimum rates of wages payable to an adolescent certified to do the work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80% of the minimum rates of wages fixed for adults.

By order and in the name of the Governor of Goa.

V. G. Manerkar, Under Secretary (Labour).

Panaji, 5th February, 1992.

Notification

25/12/90-LAB

Whereas the Government of Goa, vide Notification No. 25/5/90-LAB dated 2-7-1990 of the Labour Department, published in the Official Gazette No. 15, Series II (Extraordinary No. 2) dated 16-7-1990 had appointed a Committee to hold enquiries and advise the Government in the matter of revision of minimum rates of wages in respect of the Scheduled Employment namely "Employment in Cashew Factories and Establishments" in the State of Goa;

And whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 5-2-1992 the minimum rates of wages payable to the Class/category of employment namely "*Employment in Cashew Factories and Establishments*" in the State of Goa, as specified in the below mentioned Schedule:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages.
1	2	3
I. Time Rate Basis		
1.	Grader or all other employees doing grading or similar work by whatever name called	Rs. 21/- per day or Rs. 126/- per week or Rs. 546/- per month
2.	Roaster; 3) Packer; 4) Solderer; 5) Dryer (Bhathiwalla), 6) Soaker; 7) Carpenter; 8) Stencilor; 9) Bag carrier, 10) General worker.	Rs. 22/- per day or Rs. 132/- per week or Rs. 572/- per month
11.	All other employees by whatever name called, doing the work analogous to the same done by the category of employees from Nos. 2 to 10	Rs. 22/- per day or Rs. 132/- per week or Rs. 572/- per month
12.	Supervisory (Grading);	Rs. 25/- per day or
13.	Watchmen; 14. Peon and	Rs. 150/- per week or
15.	All other employees by whatever name called, doing the work analogous to the same done by the category of employees from Nos. 12 to 14 above.	Rs. 650/- per month
16.	Clerk; 17. Typist; 18. Cashier; 19. Storekeeper; 20. Any other employee doing clerical or any other work analogous to the same done by the categories of employees from Nos. 16 to 19 above.	(Matriculates and above) Rs. 32/- per day or Rs. 192/- per week or Rs. 832/- per month (Non-Matriculates) Rs. 28/- per day or Rs. 168/- per week or Rs. 728/- per month
21.	Driver or any other employee by whatever name called, doing the work analogous to that of Driver.	Rs. 30/- per day or Rs. 180/- per week or Rs. 780/- per month

1	2	3
II. Piece Rate Basis		
22.	Shelling	Rs. 1.90 per Kg. with the work load of 12 Kg. of unbroken kernels for 8 hours subject to 75 per cent of wages being paid as fall back wages.

Conditions: —

1. Where in any area or establishment, scheduled employment wages fixed under this Notification are lower than the wages fixed by the Central Government or by agreement or contract or contractor's regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

2. The minimum rates of wages are applicable to employees engaged by the principal employers or contractors or sub-contractors, etc.

3. The minimum rates of wages fixed are all inclusive rates including the wages for the weekly day of rest.

4. Both men and women workers have to be paid the same rates of wages fixed for category and for equal work.

5. The minimum rates of wages payable to an adolescent certified to work as an adult shall be the same as an adult. In case, he or she is certified to work as an adolescent only, the rate of wages payable shall be 75% of the minimum rates of wages for four and half hours work per day.

6. Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

7. Where payment is made on piece-rate basis for any of the categories for which time-rate is fixed, the wages of the employees shall not be less than the minimum rates fixed for a normal day's work.

By order and in the name of the Governor of Goa.

V. G. Manerkar, Under Secretary (Labour).

Panaji, 5th February, 1992.